



**WWF OCEANS PRACTICE**  
**VACANCY: GLOBAL TUNA LEADER**

**Background**

WWF's Global Conservation work is organized around nine communities of practice, that include Oceans, Food and Markets. These practice communities are built on the contributions of the individual WWF offices and are supported by a small core team, and include a number of areas of collective work. This position is key role in the Oceans practice and will also work closely with teams in the food and markets practice. He/She will contribute to a number of areas of collective work, will be responsible for setting and delivering impact against global goals, and may play a coordinating role in one of more of the areas of collective work involving fisheries. One of the focus areas of the Ocean Practice is the management and conservation of tuna stocks across the world.

The [WWF Global Tuna Strategy](#) is part of WWF's Oceans Practice striving to protect and restore tuna stocks globally through making large-scale commercial fishing around the world sustainable and to enable fair and sustainable use by artisanal coastal fisheries. WWF'S global tuna strategy aims to bring the exploitation of tuna for food and as a source of revenue by industrial and artisanal fisheries into balance with their fundamental role in ecosystem maintenance. WWF's approach is focused on ensuring that all tuna stocks are rebuilt by 2040 to optimal biomass levels, defined as a spawning stock biomass of at least 40%, and bycatch of endangered, threatened and protected species is eliminated. This approach is intended to generate a new fisheries paradigm that ensures healthy and productive oceans are recovered and providing protein to meet the global seafood needs which include food-security for fish-protein depending coastal communities. Part of this new approach is ensuring environmental and social safeguards are in place, such that human rights are respected on the water as they are on land.

Specifically, WWF's long-term objectives on tuna include:

1. By 2030, conserve and effectively manage at least 30% of coastal and marine ecosystems.
2. By 2030, halve the number of unsustainable fisheries across the world.

The Strategy also addresses key challenges in the tuna market, from chain of custody to transparency and traceability, the development of FIPs (Fishery Improvements Projects) and certification.

WWF is looking for a Global Tuna Leader to coordinate WWF's efforts on tuna management across the world, lead on strategy development and implementation and ensure consistency across a diversity of approaches (i.e. fisheries management, RFMO engagement, and certification).

The position is responsible for maintaining momentum on priority areas of work on Tuna for the WWF network, whilst also evolving the work on tuna to ensure it is embedded with the Ocean Strategy and integrated into the Ocean practice.

### **Main duties and responsibilities**

- Lead, manage and coordinate WWF's engagement and strategy on tuna conservation, management supply and trade at global and regional level;
- Provide leadership and tactics on:
  - ∞ Strategy development/ management
  - ∞ Progress and conservation impact
  - ∞ Global team building and development/ recruitment when appropriate
  - ∞ Fundraising and communications
- When requested, act as spokesperson for WWF on tuna issues, both internally and externally. Communicate effectively about impact and progress on tuna conservation and management with the WWF Network and external stakeholders.
- Act as liaison on tuna issues with Ocean Practice, Food and Market Practice Teams. Ensure integration of tuna strategies across WWF network, regional programs, National Organisations and Program Offices.
- Lead and provide cross-cutting fisheries and seafood expertise and management of large scale fisheries conservation programmes This includes developing and implementing the strategy and work plan for the Tuna Strategy with relevant network Offices, teams and Practices (Market, Food, Finance, Governance).
- Lead manage and coordinate efforts to reduce fishing footprint and threats (like overfishing and bycatch) in tuna fisheries in close cooperation with the WWF Ocean Practice and the relevant WWF National and Program offices.
- In coordination with network experts, identify priority tuna policy issues, ensure alignment within WWF network in addressing them and in developing guidance.
- In coordination with network experts, ensure the network is represented in relevant Regional Fisheries Management Organizations (RFMOs) to advocate for transparent fishing-activities, supply-chains and trade, good governance and sustainable exploitation of tuna stocks, including reviewing the regulatory framework and management plans to ensure healthy tuna stocks, protection of nursery areas and bycatch close to zero.

In coordination with network experts, and external partners and experts, promote the inclusion of environmental and social safeguards in all aspects of work on Tuna, including at RFMOs.

- Identify potential funding sources and fundraise for tuna conservation. Develop and deliver fundraising proposals and effectively liaise with donors together with the relevant network offices/fundraising teams.

- Other duties as agreed with supervisor.

### **Required Qualifications**

- Advanced degree in marine resource management/marine biology/business/economy or related field required.
- At least 7 years of experience in fisheries management, seafood supply chains, retailers or markets work; professional experience in project/programme cycle management, of which at least 5 years in a senior leadership role, with demonstrated success in managing multi-disciplinary teams and multiple donor budgets.
- Proven experience and success in international marine conservation, campaigning, business engagement, program and policy development, negotiations with internal and external stakeholders, and design and activation of strategic international partnerships.
- Experience in the science and management of tunas will be considered an advantage.
- Familiarity with WWF network will be considered an advantage.
- Ability to lead and motivate international and cross-cultural teams located across multiple locations.
- Proven success in fundraising, communications, policy/governance, and resource management.
- Excellent English written and oral communication. Further language skills are appreciated.
- Willingness to travel frequently and internationally.

### **Required Skills and Competencies**

- Strategic thinker, communicator and motivator.
- Excellent knowledge of marine conservation issues.
- Good understanding of the science and management of tunas.
- Good understanding of markets and trade.
- Good understanding of the management of “commons”.
- Strong negotiating and lobbying skills.
- Experience in raising and mobilising funding.
- Proven experience and success in mobilizing and leading international teams.
- Proven experience of working with different cultures.
- Ability to work effectively in a matrix organisation.
- Excellent command of English; other languages will be considered an asset.

### **Behavioural competencies**

- Identifies with the values of the WWF organization, Courage, Integrity, Respect & Collaboration;
- Demonstrates WWF behaviours in ways of working: Strive for impact, Listen deeply, Collaborate openly and innovate fearlessly;
- Adheres to WWF's brand characteristics, which are: Knowledgeable, Optimistic, Determined and Engaging.

### **Working Relationships**

- Reports to hosting office with a technical (dotted) reporting line to the Oceans Practice Leader.

- Liaise closely with Ocean Practice and Market Practice Core Teams and other relevant WWF teams (i.e. seafood, partnerships committee, etc).

**Duration of contract**

2 years with possibility to be renewed.

**Location**

Flexible

**How to apply?**

For information contact: Giuseppe Di Carlo (gdicarlo@wwf.panda.org)

**Deadline for application**

August 31<sup>st</sup> 2021

*WWF is an equal opportunity employer and committed to having a diverse workforce.*